

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON, D.C. 20210



William W. Gross  
Director

Division of  
Wage Determinations

Wage Determination No.: 1994-2187  
Revision No.: 19  
Date of Last Revision: 09/05/2002

States: Indiana, Kentucky, Tennessee

Area: Indiana Counties of Perry, Posey, Spencer, Vanderburgh, Warrick  
Kentucky Counties of Butler, Caldwell, Christian, Crittenden, Daviess, Hancock, Henderson, Hopkins,  
Livingston, Logan, Lyon, McLean, Muhlenberg, Ohio, Todd, Trigg, Union, Warren, Webster  
Tennessee Counties of Montgomery, Stewart

\*\* Fringe Benefits Required Follow the Occupational Listing \*\*

CODE	OCCUPATION TITLE	MINIMUM WAGE RATE
<b>01000</b>	<b>Administrative Support and Clerical Occupations</b>	
01011	Accounting Clerk I	8.19
01012	Accounting Clerk II	9.20
01013	Accounting Clerk III	10.83
01014	Accounting Clerk IV	13.08
01030	Court Reporter	11.22
01050	Dispatcher, Motor Vehicle	12.53
01060	Document Preparation Clerk	10.27
01070	Messenger (Courier)	7.98
01090	Duplicating Machine Operator	10.27
01110	Film/Tape Librarian	9.79
01115	General Clerk I	8.41
01116	General Clerk II	9.26
01117	General Clerk III	11.41
01118	General Clerk IV	11.60
01120	Housing Referral Assistant	11.83
01131	Key Entry Operator I	8.93
01132	Key Entry Operator II	11.60
01191	Order Clerk I	8.40
01192	Order Clerk II	10.97
01261	Personnel Assistant (Employment) I	9.43
01262	Personnel Assistant (Employment) II	10.40
01263	Personnel Assistant (Employment) III	12.79
01264	Personnel Assistant (Employment) IV	12.99
01270	Production Control Clerk	15.54
01290	Rental Clerk	9.37
01300	Scheduler, Maintenance	9.81
01311	Secretary I	9.81
01312	Secretary II	10.69
01313	Secretary III	11.83
01314	Secretary IV	12.64

01315	Secretary V	13.86
01320	Service Order Dispatcher	11.50
01341	Stenographer I	10.12
01342	Stenographer II	10.77
01400	Supply Technician	12.64
01420	Survey Worker (Interviewer)	9.76
01460	Switchboard Operator-Receptionist	8.89
01510	Test Examiner	10.69
01520	Test Proctor	10.69
01531	Travel Clerk I	9.05
01532	Travel Clerk II	9.61
01533	Travel Clerk III	10.13
01611	Word Processor I	9.31
01612	Word Processor II	10.43
01613	Word Processor III	11.69
<b>03000</b>	<b>Automatic Data Processing Occupations</b>	
03010	Computer Data Librarian	9.74
03041	Computer Operator I	9.87
03042	Computer Operator II	11.56
03043	Computer Operator III	14.12
03044	Computer Operator IV	15.66
03045	Computer Operator V	17.39
03071	Computer Programmer I (1)	13.49
03072	Computer Programmer II (1)	16.75
03073	Computer Programmer III (1)	20.77
03074	Computer Programmer IV (1)	23.96
03101	Computer Systems Analyst I (1)	21.47
03102	Computer Systems Analyst II (1)	24.24
03103	Computer Systems Analyst III (1)	27.62
03160	Peripheral Equipment Operator	11.26
<b>05000</b>	<b>Automotive Service Occupations</b>	
05005	Automotive Body Repairer, Fiberglass	16.34
05010	Automotive Glass Installer	14.85
05040	Automotive Worker	14.85
05070	Electrician, Automotive	15.61
05100	Mobile Equipment Servicer	13.31
05130	Motor Equipment Metal Mechanic	16.34
05160	Motor Equipment Metal Worker	14.85
05190	Motor Vehicle Mechanic	16.34
05220	Motor Vehicle Mechanic Helper	12.53
05250	Motor Vehicle Upholstery Worker	14.09
05280	Motor Vehicle Wrecker	14.85
05310	Painter, Automotive	15.61
05340	Radiator Repair Specialist	14.85
05370	Tire Repairer	12.86
05400	Transmission Repair Specialist	16.34

<b>07000</b>	<b>Food Preparation and Service Occupations</b>	
	Food Service Worker	8.12
07010	Baker	12.15
07041	Cook I	10.90
07042	Cook II	12.15
07070	Dishwasher	8.49
07130	Meat Cutter	12.15
07250	Waiter/Waitress	8.97
<b>09000</b>	<b>Furniture Maintenance and Repair Occupations</b>	
09010	Electrostatic Spray Painter	15.61
09040	Furniture Handler	11.12
09070	Furniture Refinisher	15.61
09100	Furniture Refinisher Helper	12.56
09110	Furniture Repairer, Minor	14.09
09130	Upholsterer	15.61
<b>11030</b>	<b>General Services and Support Occupations</b>	
11030	Cleaner, Vehicles	8.12
11060	Elevator Operator	8.12
11090	Gardener	10.92
11121	House Keeping Aid I	7.27
11122	House Keeping Aid II	8.12
11150	Janitor	8.12
11210	Laborer, Grounds Maintenance	8.99
11240	Maid or Houseman	7.27
11270	Pest Controller	13.06
11300	Refuse Collector	10.49
11330	Tractor Operator	10.27
11360	Window Cleaner	8.97
<b>12000</b>	<b>Health Occupations</b>	
12020	Dental Assistant	11.04
12040	Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	10.93
12071	Licensed Practical Nurse I	10.21
12072	Licensed Practical Nurse II	11.45
12073	Licensed Practical Nurse III	12.81
12100	Medical Assistant	9.77
12130	Medical Laboratory Technician	12.36
12160	Medical Record Clerk	9.77
12190	Medical Record Technician	13.54
12221	Nursing Assistant I	8.23
12222	Nursing Assistant II	9.25
12223	Nursing Assistant III	10.09
12224	Nursing Assistant IV	11.33
12250	Pharmacy Technician	12.19
12280	Phlebotomist	11.91

12311	Registered Nurse I	14.84
12312	Registered Nurse II	18.17
12313	Registered Nurse II, Specialist	18.17
12314	Registered Nurse III	21.99
12315	Registered Nurse III, Anesthetist	21.99
12316	Registered Nurse IV	26.34
<b>13000</b>	<b>Information and Arts Occupations</b>	
13002	Audiovisual Librarian	17.49
13011	Exhibits Specialist I	13.75
13012	Exhibits Specialist II	17.02
13013	Exhibits Specialist III	19.16
13041	Illustrator I	13.75
13042	Illustrator II	17.02
13043	Illustrator III	19.16
13047	Librarian	18.40
13050	Library Technician	10.68
13071	Photographer I	12.29
13072	Photographer II	13.75
13073	Photographer III	17.02
13074	Photographer IV	19.16
13075	Photographer V	20.79
<b>15000</b>	<b>Laundry, Dry Cleaning, Pressing and Related Occupations</b>	
15010	Assembler	7.20
15030	Counter Attendant	7.20
15040	Dry Cleaner	8.00
15070	Finisher, Flatwork, Machine	7.20
15090	Presser, Hand	7.20
15100	Presser, Machine, Drycleaning	7.82
15130	Presser, Machine, Shirts	7.20
15160	Presser, Machine, Wearing Apparel, Laundry	7.20
15190	Sewing Machine Operator	8.56
15220	Tailor	9.07
15250	Washer, Machine	7.85
<b>19000</b>	<b>Machine Tool Operation and Repair Occupations</b>	
19010	Machine-Tool Operator (Toolroom)	15.61
19040	Tool and Die Maker	18.63
<b>21000</b>	<b>Material Handling and Packing Occupations</b>	
21010	Fuel Distribution System Operator	16.85
21020	Material Coordinator	18.55
21030	Material Expediter	18.55
21040	Material Handling Laborer	12.75
21050	Order Filler	9.83
21071	Forklift Operator	12.20
21080	Production Line Worker (Food Processing)	12.52
21100	Shipping/Receiving Clerk	11.01

21130	Shipping Packer	11.47
21140	Store Worker I	9.79
21150	Stock Clerk (Shelf Stocker; Store Worker II)	12.88
21210	Tools and Parts Attendant	13.46
21400	Warehouse Specialist	13.31
<b>23000</b>	<b>Mechanics and Maintenance and Repair Occupations</b>	
23010	Aircraft Mechanic	16.90
23040	Aircraft Mechanic Helper	12.56
23050	Aircraft Quality Control Inspector	17.67
23060	Aircraft Servicer	14.23
23070	Aircraft Worker	15.15
23100	Appliance Mechanic	15.61
23120	Bicycle Repairer	12.87
23125	Cable Splicer	16.90
23130	Carpenter, Maintenance	15.61
23140	Carpet Layer	15.15
23160	Electrician, Maintenance	18.77
23181	Electronics Technician, Maintenance I	16.41
23182	Electronics Technician, Maintenance II	19.57
23183	Electronics Technician, Maintenance III	25.43
23260	Fabric Worker	14.09
23290	Fire Alarm System Mechanic	16.34
23310	Fire Extinguisher Repairer	13.32
23340	Fuel Distribution System Mechanic	17.59
23370	General Maintenance Worker	14.85
23400	Heating, Refrigeration and Air Conditioning Mechanic	16.34
23430	Heavy Equipment Mechanic	16.34
23440	Heavy Equipment Operator	16.34
23460	Instrument Mechanic	18.80
23470	Laborer	9.20
23500	Locksmith	16.03
23530	Machinery Maintenance Mechanic	17.74
23550	Machinist, Maintenance	16.18
23580	Maintenance Trades Helper	12.56
23640	Millwright	20.89
23700	Office Appliance Repairer	16.03
23740	Painter, Aircraft	15.61
23760	Painter, Maintenance	15.61
23790	Pipefitter, Maintenance	17.71
23800	Plumber, Maintenance	16.92
23820	Pneudraulic Systems Mechanic	16.90
23850	Rigger	16.90
23870	Scale Mechanic	15.15
23890	Sheet-Metal Worker, Maintenance	17.22
23910	Small Engine Mechanic	14.85
23930	Telecommunication Mechanic I	17.40
23931	Telecommunication Mechanic II	20.95
23950	Telephone Lineman	16.90

23960	Welder, Combination, Maintenance	16.34
23965	Well Driller	16.34
23970	Woodcraft Worker	16.90
23980	Woodworker	13.32
<b>24000</b>	<b>Personal Needs Occupations</b>	
24570	Child Care Attendant	8.22
24580	Child Care Center Clerk	11.30
24600	Chore Aid	8.04
24630	Homemaker	11.92
<b>25000</b>	<b>Plant and System Operation Occupations</b>	
25010	Boiler Tender	17.97
25040	Sewage Plant Operator	17.17
25070	Stationary Engineer	18.79
25190	Ventilation Equipment Tender	12.80
25210	Water Treatment Plant Operator	15.86
<b>27000</b>	<b>Protective Service Occupations</b>	
	Police Officer	15.25
27004	Alarm Monitor	11.35
27006	Corrections Officer	12.67
27010	Court Security Officer	13.52
27040	Detention Officer	12.93
27070	Firefighter	14.33
27101	Guard I	8.04
27102	Guard II	11.97
<b>28000</b>	<b>Stevedoring/Longshoremen Occupations</b>	
28010	Blocker and Bracer	15.15
28020	Hatch Tender	15.20
28030	Line Handler	15.20
28040	Stevedore I	13.97
28050	Stevedore II	15.20
<b>29000</b>	<b>Technical Occupations</b>	
21150	Graphic Artist	17.63
29010	Air Traffic Control Specialist, Center (2)	28.21
29011	Air Traffic Control Specialist, Station (2)	19.46
29012	Air Traffic Control Specialist, Terminal (2)	21.43
29023	Archeological Technician I	11.93
29024	Archeological Technician II	13.33
29025	Archeological Technician III	16.52
29030	Cartographic Technician	17.93
29035	Computer Based Training (CBT) Specialist/ Instructor	21.47
29040	Civil Engineering Technician	16.96
29061	Drafter I	11.56
29062	Drafter II	12.97
29063	Drafter III	14.52

29064	Drafter IV	17.98
29081	Engineering Technician I	12.40
29082	Engineering Technician II	13.89
29083	Engineering Technician III	15.54
29084	Engineering Technician IV	19.26
29085	Engineering Technician V	23.55
29086	Engineering Technician VI	25.40
29090	Environmental Technician	18.64
29100	Flight Simulator/Instructor (Pilot)	24.24
29160	Instructor	19.53
29210	Laboratory Technician	16.13
29240	Mathematical Technician	16.20
29361	Paralegal/Legal Assistant I	11.26
29362	Paralegal/Legal Assistant II	13.32
29363	Paralegal/Legal Assistant III	16.29
29364	Paralegal/Legal Assistant IV	19.70
29390	Photooptics Technician	19.20
29480	Technical Writer	20.36
29491	Unexploded Ordnance (UXO) Technician I	17.93
29492	Unexploded Ordnance (UXO) Technician II	21.70
29493	Unexploded Ordnance (UXO) Technician III	26.01
29494	Unexploded (UXO) Safety Escort	17.93
29495	Unexploded (UXO) Sweep Personnel	17.93
29620	Weather Observer, Senior (3)	15.12
29621	Weather Observer, Combined Upper Air and Surface Programs (3)	13.60
29622	Weather Observer, Upper Air (3)	13.60
<b>31000</b>	<b>Transportation/ Mobile Equipment Operation Occupations</b>	
31030	Bus Driver	11.50
31260	Parking and Lot Attendant	8.98
31290	Shuttle Bus Driver	12.02
31300	Taxi Driver	10.28
31361	Truckdriver, Light Truck	10.93
31362	Truckdriver, Medium Truck	11.50
31363	Truckdriver, Heavy Truck	14.05
31364	Truckdriver, Tractor-Trailer	14.05
<b>99000</b>	<b>Miscellaneous Occupations</b>	
99020	Animal Caretaker	9.65
99030	Cashier	6.88
99041	Carnival Equipment Operator	10.97
99042	Carnival Equipment Repairer	11.66
99043	Carnival Worker	8.12
99050	Desk Clerk	8.22
99095	Embalmer	17.93
99300	Lifeguard	9.42
99310	Mortician	16.57
99350	Park Attendant (Aide)	11.84

99400	Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.57
99500	Recreation Specialist	11.40
99510	Recycling Worker	13.25
99610	Sales Clerk	9.69
99620	School Crossing Guard (Crosswalk Attendant)	8.93
99630	Sport Official	9.25
99658	Survey Party Chief (Chief of Party)	14.26
99659	Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	12.97
99660	Surveying Aide	8.47
99690	Swimming Pool Operator	12.77
99720	Vending Machine Attendant	10.77
99730	Vending Machine Repairer	12.77
99740	Vending Machine Repairer Helper	10.77

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.15 an hour or \$86.00 a week or \$372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives



and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

#### \*\* UNIFORM ALLOWANCE \*\*

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

#### \*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\*

##### Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

##### REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

##### Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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Wage Determinations

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
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Wage Determination No.: 1994-2221  
Revision No.: 25  
Date of Last Revision: 08/19/2002

State: Kentucky

Area: Kentucky Counties of Anderson, Bath, Bell, Bourbon, Boyle, Breathitt, Casey, Clark, Clay, Estill, Fayette, Fleming, Franklin, Garrard, Green, Harlan, Harrison, Jackson, Jessamine, Knott, Knox, Laurel, Lee, Leslie, Letcher, Lincoln, Madison, Marion, McCreary, Menifee, Mercer, Montgomery, Morgan, Nicholas, Owen, Owsley, Perry, Powell, Pulaski, Robertson, Rockcastle, Rowan, Scott, Taylor, Washington, Wayne, Whitley, Wolfe, Woodford

\*\* Fringe Benefits Required Follow the Occupational Listing \*\*

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<b>01000</b>	<b>Administrative Support and Clerical Occupations</b>	
01011	Accounting Clerk I	9.45
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01013	Accounting Clerk III	11.81
01014	Accounting Clerk IV	12.67
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01060	Document Preparation Clerk	9.34
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01116	General Clerk II	8.69
01117	General Clerk III	9.49
01118	General Clerk IV	10.66
01120	Housing Referral Assistant	14.41
01131	Key Entry Operator I	9.20
01132	Key Entry Operator II	10.13
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01460	Switchboard Operator-Receptionist	9.06
01510	Test Examiner	11.62
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01532	Travel Clerk II	10.31
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01612	Word Processor II	10.31
01613	Word Processor III	11.94
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03041	Computer Operator I	10.24
03042	Computer Operator II	11.50
03043	Computer Operator III	12.76
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03102	Computer Systems Analyst II (1)	23.14
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<b>05000</b>	<b>Automotive Service Occupations</b>	
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05070	Electrician, Automotive	14.14
05100	Mobile Equipment Servicer	12.29
05130	Motor Equipment Metal Mechanic	16.67
05160	Motor Equipment Metal Worker	13.52
05190	Motor Vehicle Mechanic	16.67
05220	Motor Vehicle Mechanic Helper	11.65
05250	Motor Vehicle Upholstery Worker	12.87
05280	Motor Vehicle Wrecker	13.52
05310	Painter, Automotive	14.14
05340	Radiator Repair Specialist	13.52
05370	Tire Repairer	11.87
05400	Transmission Repair Specialist	16.67

<b>07000</b>	<b>Food Preparation and Service Occupations</b>	
	Food Service Worker	7.49
07010	Baker	8.84
07041	Cook I	8.02
07042	Cook II	8.84
07070	Dishwasher	7.82
07130	Meat Cutter	11.19
07250	Waiter/Waitress	7.02
<b>09000</b>	<b>Furniture Maintenance and Repair Occupations</b>	
09010	Electrostatic Spray Painter	15.84
09040	Furniture Handler	11.23
09070	Furniture Refinisher	15.84
09100	Furniture Refinisher Helper	13.01
09110	Furniture Repairer, Minor	14.51
09130	Upholsterer	15.84
<b>11030</b>	<b>General Services and Support Occupations</b>	
11030	Cleaner, Vehicles	7.55
11060	Elevator Operator	7.90
11090	Gardener	9.22
11121	House Keeping Aid I	7.18
11122	House Keeping Aid II	7.90
11150	Janitor	7.90
11210	Laborer, Grounds Maintenance	8.46
11240	Maid or Houseman	7.18
11270	Pest Controller	9.60
11300	Refuse Collector	7.90
11330	Tractor Operator	9.64
11360	Window Cleaner	8.46
<b>12000</b>	<b>Health Occupations</b>	
12020	Dental Assistant	10.93
12040	Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.09
12071	Licensed Practical Nurse I	11.02
12072	Licensed Practical Nurse II	12.36
12073	Licensed Practical Nurse III	13.83
12100	Medical Assistant	11.24
12130	Medical Laboratory Technician	12.36
12160	Medical Record Clerk	9.77
12190	Medical Record Technician	13.54
12221	Nursing Assistant I	8.21
12222	Nursing Assistant II	9.23
12223	Nursing Assistant III	10.07
12224	Nursing Assistant IV	11.30
12250	Pharmacy Technician	12.18
12280	Phlebotomist	12.36

12311	Registered Nurse I	17.13
12312	Registered Nurse II	20.97
12313	Registered Nurse II, Specialist	20.97
12314	Registered Nurse III	25.37
12315	Registered Nurse III, Anesthetist	25.37
12316	Registered Nurse IV	30.38
<b>13000</b>	<b>Information and Arts Occupations</b>	
13002	Audiovisual Librarian	19.88
13011	Exhibits Specialist I	15.65
13012	Exhibits Specialist II	19.33
13013	Exhibits Specialist III	23.57
13041	Illustrator I	14.26
13042	Illustrator II	17.68
13043	Illustrator III	21.56
13047	Librarian	20.23
13050	Library Technician	10.82
13071	Photographer I	12.39
13072	Photographer II	13.84
13073	Photographer III	17.16
13074	Photographer IV	20.92
13075	Photographer V	25.39
<b>15000</b>	<b>Laundry, Dry Cleaning, Pressing and Related Occupations</b>	
15010	Assembler	7.38
15030	Counter Attendant	7.38
15040	Dry Cleaner	9.13
15070	Finisher, Flatwork, Machine	7.38
15090	Presser, Hand	7.38
15100	Presser, Machine, Drycleaning	7.38
15130	Presser, Machine, Shirts	7.38
15160	Presser, Machine, Wearing Apparel, Laundry	7.38
15190	Sewing Machine Operator	9.84
15220	Tailor	10.45
15250	Washer, Machine	7.76
<b>19000</b>	<b>Machine Tool Operation and Repair Occupations</b>	
19010	Machine-Tool Operator (Toolroom)	15.84
19040	Tool and Die Maker	19.03
<b>21000</b>	<b>Material Handling and Packing Occupations</b>	
21010	Fuel Distribution System Operator	13.75
21020	Material Coordinator	10.99
21030	Material Expediter	10.99
21040	Material Handling Laborer	13.80
21050	Order Filler	10.51
21071	Forklift Operator	14.03
21080	Production Line Worker (Food Processing)	9.10
21100	Shipping/Receiving Clerk	10.68

21130	Shipping Packer	11.23
21140	Store Worker I	8.93
21150	Stock Clerk (Shelf Stocker; Store Worker II)	11.57
21210	Tools and Parts Attendant	8.99
21400	Warehouse Specialist	8.99
<b>23000</b>	<b>Mechanics and Maintenance and Repair Occupations</b>	
23010	Aircraft Mechanic	17.29
23040	Aircraft Mechanic Helper	13.49
23050	Aircraft Quality Control Inspector	17.98
23060	Aircraft Servicer	15.05
23070	Aircraft Worker	15.73
23100	Appliance Mechanic	16.43
23120	Bicycle Repairer	13.70
23125	Cable Splicer	19.02
23130	Carpenter, Maintenance	16.42
23140	Carpet Layer	15.73
23160	Electrician, Maintenance	17.29
23181	Electronics Technician, Maintenance I	18.39
23182	Electronics Technician, Maintenance II	19.35
23183	Electronics Technician, Maintenance III	20.28
23260	Fabric Worker	15.05
23290	Fire Alarm System Mechanic	17.29
23310	Fire Extinguisher Repairer	14.18
23340	Fuel Distribution System Mechanic	17.29
23370	General Maintenance Worker	15.73
23400	Heating, Refrigeration and Air Conditioning Mechanic	17.64
23430	Heavy Equipment Mechanic	17.29
23440	Heavy Equipment Operator	17.29
23460	Instrument Mechanic	17.29
23470	Laborer	7.90
23500	Locksmith	16.43
23530	Machinery Maintenance Mechanic	17.29
23550	Machinist, Maintenance	17.29
23580	Maintenance Trades Helper	13.49
23640	Millwright	19.02
23700	Office Appliance Repairer	16.43
23740	Painter, Aircraft	16.43
23760	Painter, Maintenance	16.43
23790	Pipefitter, Maintenance	17.51
23800	Plumber, Maintenance	16.64
23820	Pneudraulic Systems Mechanic	17.29
23850	Rigger	17.29
23870	Scale Mechanic	15.73
23890	Sheet-Metal Worker, Maintenance	17.29
23910	Small Engine Mechanic	15.73
23930	Telecommunication Mechanic I	17.29
23931	Telecommunication Mechanic II	17.98
23950	Telephone Lineman	17.29

23960	Welder, Combination, Maintenance	17.29
23965	Well Driller	17.29
23970	Woodcraft Worker	17.29
23980	Woodworker	14.18
<b>24000</b>	<b>Personal Needs Occupations</b>	
24570	Child Care Attendant	9.80
24580	Child Care Center Clerk	12.40
24600	Chore Aid	7.04
24630	Homemaker	14.66
<b>25000</b>	<b>Plant and System Operation Occupations</b>	
25010	Boiler Tender	16.67
25040	Sewage Plant Operator	15.84
25070	Stationary Engineer	16.67
25190	Ventilation Equipment Tender	13.01
25210	Water Treatment Plant Operator	15.84
<b>27000</b>	<b>Protective Service Occupations</b>	
	Police Officer	14.75
27004	Alarm Monitor	11.85
27006	Corrections Officer	14.32
27010	Court Security Officer	14.50
27040	Detention Officer	13.71
27070	Firefighter	13.71
27101	Guard I	7.67
27102	Guard II	8.59
<b>28000</b>	<b>Stevedoring/Longshoremen Occupations</b>	
28010	Blocker and Bracer	10.65
28020	Hatch Tender	10.65
28030	Line Handler	10.65
28040	Stevedore I	9.18
28050	Stevedore II	11.10
<b>29000</b>	<b>Technical Occupations</b>	
21150	Graphic Artist	18.70
29010	Air Traffic Control Specialist, Center (2)	28.21
29011	Air Traffic Control Specialist, Station (2)	19.46
29012	Air Traffic Control Specialist, Terminal (2)	21.43
29023	Archeological Technician I	13.91
29024	Archeological Technician II	15.66
29025	Archeological Technician III	19.33
29030	Cartographic Technician	18.14
29035	Computer Based Training (CBT) Specialist/ Instructor	19.84
29040	Civil Engineering Technician	17.11
29061	Drafter I	12.43
29062	Drafter II	14.40
29063	Drafter III	15.58



29064	Drafter IV	19.33
29081	Engineering Technician I	11.29
29082	Engineering Technician II	12.67
29083	Engineering Technician III	16.01
29084	Engineering Technician IV	17.56
29085	Engineering Technician V	21.46
29086	Engineering Technician VI	25.97
29090	Environmental Technician	15.02
29100	Flight Simulator/Instructor (Pilot)	23.14
29160	Instructor	19.81
29210	Laboratory Technician	12.86
29240	Mathematical Technician	19.42
29361	Paralegal/Legal Assistant I	15.63
29362	Paralegal/Legal Assistant II	22.17
29363	Paralegal/Legal Assistant III	27.10
29364	Paralegal/Legal Assistant IV	32.80
29390	Photooptics Technician	17.16
29480	Technical Writer	27.34
29491	Unexploded Ordnance (UXO) Technician I	17.93
29492	Unexploded Ordnance (UXO) Technician II	21.70
29493	Unexploded Ordnance (UXO) Technician III	26.01
29494	Unexploded (UXO) Safety Escort	17.93
29495	Unexploded (UXO) Sweep Personnel	17.93
29620	Weather Observer, Senior (3)	16.19
29621	Weather Observer, Combined Upper Air and Surface Programs (3)	14.60
29622	Weather Observer, Upper Air (3)	14.60
<b>31000</b>	<b>Transportation/ Mobile Equipment Operation Occupations</b>	
31030	Bus Driver	12.93
31260	Parking and Lot Attendant	6.25
31290	Shuttle Bus Driver	9.81
31300	Taxi Driver	9.04
31361	Truckdriver, Light Truck	9.81
31362	Truckdriver, Medium Truck	14.88
31363	Truckdriver, Heavy Truck	17.61
31364	Truckdriver, Tractor-Trailer	16.01
<b>99000</b>	<b>Miscellaneous Occupations</b>	
99020	Animal Caretaker	8.34
99030	Cashier	7.94
99041	Carnival Equipment Operator	9.64
99042	Carnival Equipment Repairer	10.00
99043	Carnival Worker	7.79
99050	Desk Clerk	9.05
99095	Embalmer	16.57
99300	Lifeguard	9.42
99310	Mortician	18.23
99350	Park Attendant (Aide)	11.84

99400	Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.26
99500	Recreation Specialist	12.57
99510	Recycling Worker	9.64
99610	Sales Clerk	9.31
99620	School Crossing Guard (Crosswalk Attendant)	6.24
99630	Sport Official	8.86
99658	Survey Party Chief (Chief of Party)	15.62
99659	Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	13.86
99660	Surveying Aide	9.20
99690	Swimming Pool Operator	11.03
99720	Vending Machine Attendant	9.64
99730	Vending Machine Repairer	11.19
99740	Vending Machine Repairer Helper	9.64

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.15 an hour or \$86.00 a week or \$372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives

and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

#### **\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

#### **\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

##### **Source of Occupational Title and Descriptions:**

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

##### **REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}**

##### **Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON, D.C. 20210



William W. Gross  
Director

Division of  
Wage Determinations

Wage Determination No.: 1994-2223  
Revision No.: 19  
Date of Last Revision: 08/21/2002

States: Indiana, Kentucky

Area: Indiana Counties of Clark, Floyd, Harrison, Jefferson, Jennings, Scott  
Kentucky Counties of Breckinridge, Bullitt, Edmonson, Grayson, Hardin, Hart, Henry, Jefferson, Larue,  
Meade, Nelson, Oldham, Shelby, Spencer, Trimble

\*\* Fringe Benefits Required Follow the Occupational Listing \*\*

CODE	OCCUPATION TITLE	MINIMUM WAGE RATE
<b>01000</b>	<b>Administrative Support and Clerical Occupations</b>	
01011	Accounting Clerk I	9.54
01012	Accounting Clerk II	10.72
01013	Accounting Clerk III	13.52
01014	Accounting Clerk IV	16.27
01030	Court Reporter	12.81
01050	Dispatcher, Motor Vehicle	13.48
01060	Document Preparation Clerk	10.19
01070	Messenger (Courier)	7.82
01090	Duplicating Machine Operator	9.26
01110	Film/Tape Librarian	10.35
01115	General Clerk I	7.92
01116	General Clerk II	10.00
01117	General Clerk III	11.18
01118	General Clerk IV	14.03
01120	Housing Referral Assistant	16.69
01131	Key Entry Operator I	9.68
01132	Key Entry Operator II	12.11
01191	Order Clerk I	11.87
01192	Order Clerk II	14.46
01261	Personnel Assistant (Employment) I	11.66
01262	Personnel Assistant (Employment) II	13.10
01263	Personnel Assistant (Employment) III	14.84
01264	Personnel Assistant (Employment) IV	16.89
01270	Production Control Clerk	12.99
01290	Rental Clerk	10.35
01300	Scheduler, Maintenance	11.82
01311	Secretary I	11.85
01312	Secretary II	14.66
01313	Secretary III	16.69
01314	Secretary IV	20.23
01315	Secretary V	21.81

01320	Service Order Dispatcher	12.01
01341	Stenographer I	10.30
01342	Stenographer II	11.54
01400	Supply Technician	17.22
01420	Survey Worker (Interviewer)	12.81
01460	Switchboard Operator-Receptionist	9.80
01510	Test Examiner	14.66
01520	Test Proctor	14.66
01531	Travel Clerk I	9.78
01532	Travel Clerk II	10.27
01533	Travel Clerk III	10.76
01611	Word Processor I	10.29
01612	Word Processor II	11.90
01613	Word Processor III	13.26
<b>03000</b>	<b>Automatic Data Processing Occupations</b>	
03010	Computer Data Librarian	8.67
03041	Computer Operator I	10.02
03042	Computer Operator II	13.34
03043	Computer Operator III	17.30
03044	Computer Operator IV	17.81
03045	Computer Operator V	19.72
03071	Computer Programmer I (1)	15.87
03072	Computer Programmer II (1)	21.07
03073	Computer Programmer III (1)	24.23
03074	Computer Programmer IV (1)	27.62
03101	Computer Systems Analyst I (1)	22.97
03102	Computer Systems Analyst II (1)	25.32
03103	Computer Systems Analyst III (1)	27.62
03160	Peripheral Equipment Operator	11.32
<b>05000</b>	<b>Automotive Service Occupations</b>	
05005	Automotive Body Repairer, Fiberglass	18.63
05010	Automotive Glass Installer	17.98
05040	Automotive Worker	17.33
05070	Electrician, Automotive	17.88
05100	Mobile Equipment Servicer	14.22
05130	Motor Equipment Metal Mechanic	18.63
05160	Motor Equipment Metal Worker	16.55
05190	Motor Vehicle Mechanic	18.63
05220	Motor Vehicle Mechanic Helper	14.22
05250	Motor Vehicle Upholstery Worker	16.58
05280	Motor Vehicle Wrecker	17.33
05310	Painter, Automotive	17.88
05340	Radiator Repair Specialist	17.33
05370	Tire Repairer	13.74
05400	Transmission Repair Specialist	18.63
<b>07000</b>	<b>Food Preparation and Service Occupations</b>	

	Food Service Worker	8.27
07010	Baker	9.28
07041	Cook I	9.07
07042	Cook II	10.07
07070	Dishwasher	7.37
07130	Meat Cutter	10.81
07250	Waiter/Waitress	6.88
<b>09000</b>	<b>Furniture Maintenance and Repair Occupations</b>	
09010	Electrostatic Spray Painter	17.88
09040	Furniture Handler	13.79
09070	Furniture Refinisher	17.88
09100	Furniture Refinisher Helper	14.20
09110	Furniture Repairer, Minor	16.58
09130	Upholsterer	17.88
<b>11030</b>	<b>General Services and Support Occupations</b>	
11030	Cleaner, Vehicles	8.27
11060	Elevator Operator	8.27
11090	Gardener	9.06
11121	House Keeping Aid I	7.84
11122	House Keeping Aid II	8.23
11150	Janitor	8.27
11210	Laborer, Grounds Maintenance	8.70
11240	Maid or Houseman	7.84
11270	Pest Controller	9.71
11300	Refuse Collector	8.27
11330	Tractor Operator	8.94
11360	Window Cleaner	8.68
<b>12000</b>	<b>Health Occupations</b>	
12020	Dental Assistant	12.02
12040	Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	10.93
12071	Licensed Practical Nurse I	12.74
12072	Licensed Practical Nurse II	14.31
12073	Licensed Practical Nurse III	15.99
12100	Medical Assistant	10.61
12130	Medical Laboratory Technician	12.36
12160	Medical Record Clerk	10.75
12190	Medical Record Technician	14.89
12221	Nursing Assistant I	8.84
12222	Nursing Assistant II	9.93
12223	Nursing Assistant III	10.84
12224	Nursing Assistant IV	12.16
12250	Pharmacy Technician	12.19
12280	Phlebotomist	12.36
12311	Registered Nurse I	17.13
12312	Registered Nurse II	20.97

12313	Registered Nurse II, Specialist	20.97
12314	Registered Nurse III	25.37
12315	Registered Nurse III, Anesthetist	25.37
12316	Registered Nurse IV	30.38
<b>13000</b>	<b>Information and Arts Occupations</b>	
13002	Audiovisual Librarian	19.49
13011	Exhibits Specialist I	16.22
13012	Exhibits Specialist II	18.28
13013	Exhibits Specialist III	20.80
13041	Illustrator I	16.22
13042	Illustrator II	18.28
13043	Illustrator III	20.80
13047	Librarian	16.37
13050	Library Technician	12.81
13071	Photographer I	14.21
13072	Photographer II	16.01
13073	Photographer III	19.58
13074	Photographer IV	23.70
13075	Photographer V	17.83
<b>15000</b>	<b>Laundry, Dry Cleaning, Pressing and Related Occupations</b>	
15010	Assembler	7.29
15030	Counter Attendant	7.29
15040	Dry Cleaner	9.13
15070	Finisher, Flatwork, Machine	7.29
15090	Presser, Hand	7.29
15100	Presser, Machine, Drycleaning	7.66
15130	Presser, Machine, Shirts	7.29
15160	Presser, Machine, Wearing Apparel, Laundry	7.29
15190	Sewing Machine Operator	9.84
15220	Tailor	10.77
15250	Washer, Machine	8.13
<b>19000</b>	<b>Machine Tool Operation and Repair Occupations</b>	
19010	Machine-Tool Operator (Toolroom)	17.88
19040	Tool and Die Maker	20.68
<b>21000</b>	<b>Material Handling and Packing Occupations</b>	
21010	Fuel Distribution System Operator	16.02
21020	Material Coordinator	13.46
21030	Material Expediter	13.46
21040	Material Handling Laborer	12.82
21050	Order Filler	12.37
21071	Forklift Operator	13.94
21080	Production Line Worker (Food Processing)	13.85
21100	Shipping/Receiving Clerk	12.99
21130	Shipping Packer	12.88
21140	Store Worker I	11.52



21150	Stock Clerk (Shelf Stocker; Store Worker II)	13.45
21210	Tools and Parts Attendant	13.95
21400	Warehouse Specialist	13.85
<b>23000</b>	<b>Mechanics and Maintenance and Repair Occupations</b>	
23010	Aircraft Mechanic	20.23
23040	Aircraft Mechanic Helper	15.29
23050	Aircraft Quality Control Inspector	20.96
23060	Aircraft Servicer	18.01
23070	Aircraft Worker	18.51
23100	Appliance Mechanic	17.88
23120	Bicycle Repairer	13.60
23125	Cable Splicer	20.49
23130	Carpenter, Maintenance	17.88
23140	Carpet Layer	17.33
23160	Electrician, Maintenance	19.90
23181	Electronics Technician, Maintenance I	18.99
23182	Electronics Technician, Maintenance II	19.70
23183	Electronics Technician, Maintenance III	20.44
23260	Fabric Worker	15.49
23290	Fire Alarm System Mechanic	21.16
23310	Fire Extinguisher Repairer	15.99
23340	Fuel Distribution System Mechanic	21.16
23370	General Maintenance Worker	17.33
23400	Heating, Refrigeration and Air Conditioning Mechanic	18.63
23430	Heavy Equipment Mechanic	18.63
23440	Heavy Equipment Operator	18.63
23460	Instrument Mechanic	18.63
23470	Laborer	12.85
23500	Locksmith	17.88
23530	Machinery Maintenance Mechanic	19.85
23550	Machinist, Maintenance	18.63
23580	Maintenance Trades Helper	14.08
23640	Millwright	19.97
23700	Office Appliance Repairer	17.88
23740	Painter, Aircraft	17.88
23760	Painter, Maintenance	17.88
23790	Pipefitter, Maintenance	20.56
23800	Plumber, Maintenance	17.94
23820	Pneudraulic Systems Mechanic	21.16
23850	Rigger	18.63
23870	Scale Mechanic	19.69
23890	Sheet-Metal Worker, Maintenance	18.63
23910	Small Engine Mechanic	17.33
23930	Telecommunication Mechanic I	18.63
23931	Telecommunication Mechanic II	19.30
23950	Telephone Lineman	18.63
23960	Welder, Combination, Maintenance	18.63
23965	Well Driller	18.63

23970	Woodcraft Worker	18.63
23980	Woodworker	16.02
<b>24000</b>	<b>Personal Needs Occupations</b>	
24570	Child Care Attendant	8.81
24580	Child Care Center Clerk	10.99
24600	Chore Aid	7.02
24630	Homemaker	12.19
<b>25000</b>	<b>Plant and System Operation Occupations</b>	
25010	Boiler Tender	20.39
25040	Sewage Plant Operator	19.57
25070	Stationary Engineer	20.39
25190	Ventilation Equipment Tender	15.28
25210	Water Treatment Plant Operator	17.88
<b>27000</b>	<b>Protective Service Occupations</b>	
	Police Officer	15.48
27004	Alarm Monitor	11.53
27006	Corrections Officer	12.40
27010	Court Security Officer	13.27
27040	Detention Officer	12.40
27070	Firefighter	13.06
27101	Guard I	7.85
27102	Guard II	13.61
<b>28000</b>	<b>Stevedoring/Longshoremen Occupations</b>	
28010	Blocker and Bracer	15.80
28020	Hatch Tender	15.80
28030	Line Handler	15.80
28040	Stevedore I	13.83
28050	Stevedore II	14.99
<b>29000</b>	<b>Technical Occupations</b>	
21150	Graphic Artist	21.68
29010	Air Traffic Control Specialist, Center (2)	28.21
29011	Air Traffic Control Specialist, Station (2)	19.46
29012	Air Traffic Control Specialist, Terminal (2)	21.43
29023	Archeological Technician I	13.16
29024	Archeological Technician II	14.80
29025	Archeological Technician III	18.28
29030	Cartographic Technician	17.81
29035	Computer Based Training (CBT) Specialist/ Instructor	24.43
29040	Civil Engineering Technician	18.09
29061	Drafter I	12.37
29062	Drafter II	14.62
29063	Drafter III	16.22
29064	Drafter IV	18.28
29081	Engineering Technician I	16.93

29082	Engineering Technician II	19.02
29083	Engineering Technician III	21.27
29084	Engineering Technician IV	26.36
29085	Engineering Technician V	32.23
29086	Engineering Technician VI	38.99
29090	Environmental Technician	19.14
29100	Flight Simulator/Instructor (Pilot)	25.32
29160	Instructor	18.69
29210	Laboratory Technician	16.47
29240	Mathematical Technician	24.19
29361	Paralegal/Legal Assistant I	16.20
29362	Paralegal/Legal Assistant II	22.35
29363	Paralegal/Legal Assistant III	24.18
29364	Paralegal/Legal Assistant IV	29.23
29390	Photooptics Technician	21.41
29480	Technical Writer	22.33
29491	Unexploded Ordnance (UXO) Technician I	17.93
29492	Unexploded Ordnance (UXO) Technician II	21.70
29493	Unexploded Ordnance (UXO) Technician III	26.01
29494	Unexploded (UXO) Safety Escort	17.93
29495	Unexploded (UXO) Sweep Personnel	17.93
29620	Weather Observer, Senior (3)	20.11
29621	Weather Observer, Combined Upper Air and Surface Programs (3)	18.13
29622	Weather Observer, Upper Air (3)	18.13
<b>31000</b>	<b>Transportation/ Mobile Equipment Operation Occupations</b>	
31030	Bus Driver	12.41
31260	Parking and Lot Attendant	9.56
31290	Shuttle Bus Driver	12.24
31300	Taxi Driver	9.97
31361	Truckdriver, Light Truck	15.90
31362	Truckdriver, Medium Truck	16.56
31363	Truckdriver, Heavy Truck	17.23
31364	Truckdriver, Tractor-Trailer	17.23
<b>99000</b>	<b>Miscellaneous Occupations</b>	
99020	Animal Caretaker	8.28
99030	Cashier	7.18
99041	Carnival Equipment Operator	8.42
99042	Carnival Equipment Repairer	8.53
99043	Carnival Worker	7.14
99050	Desk Clerk	8.81
99095	Embalmer	16.57
99300	Lifeguard	9.42
99310	Mortician	16.99
99350	Park Attendant (Aide)	11.84
99400	Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.33
99500	Recreation Specialist	8.94

99510	Recycling Worker	8.31
99610	Sales Clerk	9.75
99620	School Crossing Guard (Crosswalk Attendant)	6.75
99630	Sport Official	8.92
99658	Survey Party Chief (Chief of Party)	14.27
99659	Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	12.94
99660	Surveying Aide	12.54
99690	Swimming Pool Operator	10.48
99720	Vending Machine Attendant	9.55
99730	Vending Machine Repairer	11.06
99740	Vending Machine Repairer Helper	9.55

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.15 an hour or \$86.00 a week or \$372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, drying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and

hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE (Standard Form 1444 (SF 1444))

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the

employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor



William W. Gross  
Director

Division of  
Wage Determinations

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON, D.C. 20210

Wage Determination No.: 1994-2413  
Revision No.: 18  
Date of Last Revision: 07/16/2002

States: Indiana, Kentucky, Ohio

Area: Indiana Counties of Dearborn, Franklin, Ohio, Ripley, Switzerland  
Kentucky Counties of Boone, Bracken, Campbell, Carroll, Gallatin, Grant, Kenton, Mason, Pendleton  
Ohio Counties of Brown, Butler, Clermont, Hamilton, Warren

\*\* Fringe Benefits Required Follow the Occupational Listing \*\*

CODE	OCCUPATION TITLE	MINIMUM WAGE RATE
<b>01000</b>	<b>Administrative Support and Clerical Occupations</b>	
01011	Accounting Clerk I	9.54
01012	Accounting Clerk II	11.20
01013	Accounting Clerk III	12.78
01014	Accounting Clerk IV	15.02
01030	Court Reporter	13.33
01050	Dispatcher, Motor Vehicle	14.52
01060	Document Preparation Clerk	12.00
01070	Messenger (Courier)	9.48
01090	Duplicating Machine Operator	10.95
01110	Film/Tape Librarian	9.87
01115	General Clerk I	8.40
01116	General Clerk II	9.68
01117	General Clerk III	12.11
01118	General Clerk IV	14.88
01120	Housing Referral Assistant	16.54
01131	Key Entry Operator I	9.15
01132	Key Entry Operator II	11.04
01191	Order Clerk I	12.79
01192	Order Clerk II	16.73
01261	Personnel Assistant (Employment) I	12.74
01262	Personnel Assistant (Employment) II	14.29
01263	Personnel Assistant (Employment) III	17.03
01264	Personnel Assistant (Employment) IV	18.95
01270	Production Control Clerk	14.82
01290	Rental Clerk	11.05
01300	Scheduler, Maintenance	11.61
01311	Secretary I	11.61
01312	Secretary II	13.80
01313	Secretary III	16.54
01314	Secretary IV	18.96
01315	Secretary V	21.09

01320	Service Order Dispatcher	11.95
01341	Stenographer I	9.96
01342	Stenographer II	11.61
01400	Supply Technician	18.96
01420	Survey Worker (Interviewer)	11.80
01460	Switchboard Operator-Receptionist	10.64
01510	Test Examiner	13.80
01520	Test Proctor	13.80
01531	Travel Clerk I	9.36
01532	Travel Clerk II	9.98
01533	Travel Clerk III	10.59
01611	Word Processor I	12.12
01612	Word Processor II	14.22
01613	Word Processor III	15.91
<b>03000</b>	<b>Automatic Data Processing Occupations</b>	
03010	Computer Data Librarian	10.64
03041	Computer Operator I	12.02
03042	Computer Operator II	13.49
03043	Computer Operator III	15.65
03044	Computer Operator IV	17.57
03045	Computer Operator V	19.45
03071	Computer Programmer I (1)	16.17
03072	Computer Programmer II (1)	19.45
03073	Computer Programmer III (1)	23.50
03074	Computer Programmer IV (1)	25.61
03101	Computer Systems Analyst I (1)	27.62
03102	Computer Systems Analyst II (1)	27.62
03103	Computer Systems Analyst III (1)	27.62
03160	Peripheral Equipment Operator	11.68
<b>05000</b>	<b>Automotive Service Occupations</b>	
05005	Automotive Body Repairer, Fiberglass	18.56
05010	Automotive Glass Installer	18.26
05040	Automotive Worker	18.81
05070	Electrician, Automotive	19.54
05100	Mobile Equipment Servicer	17.45
05130	Motor Equipment Metal Mechanic	20.24
05160	Motor Equipment Metal Worker	18.81
05190	Motor Vehicle Mechanic	18.95
05220	Motor Vehicle Mechanic Helper	16.71
05250	Motor Vehicle Upholstery Worker	18.10
05280	Motor Vehicle Wrecker	18.81
05310	Painter, Automotive	19.54
05340	Radiator Repair Specialist	18.81
05370	Tire Repairer	15.45
05400	Transmission Repair Specialist	20.24
<b>07000</b>	<b>Food Preparation and Service Occupations</b>	



	Food Service Worker	9.43
07010	Baker	10.61
07041	Cook I	9.12
07042	Cook II	9.79
07070	Dishwasher	8.60
07130	Meat Cutter	11.86
07250	Waiter/Waitress	9.13
<b>09000</b>	<b>Furniture Maintenance and Repair Occupations</b>	
09010	Electrostatic Spray Painter	17.91
09040	Furniture Handler	13.81
09070	Furniture Refinisher	17.91
09100	Furniture Refinisher Helper	15.31
09110	Furniture Repairer, Minor	16.59
09130	Upholsterer	17.91
<b>11030</b>	<b>General Services and Support Occupations</b>	
11030	Cleaner, Vehicles	8.84
11060	Elevator Operator	9.53
11090	Gardener	12.00
11121	House Keeping Aid I	8.14
11122	House Keeping Aid II	9.65
11150	Janitor	10.12
11210	Laborer, Grounds Maintenance	10.48
11240	Maid or Houseman	8.14
11270	Pest Controller	12.31
11300	Refuse Collector	9.96
11330	Tractor Operator	11.49
11360	Window Cleaner	10.71
<b>12000</b>	<b>Health Occupations</b>	
12020	Dental Assistant	12.55
12040	Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	13.42
12071	Licensed Practical Nurse I	11.96
12072	Licensed Practical Nurse II	13.44
12073	Licensed Practical Nurse III	15.06
12100	Medical Assistant	11.19
12130	Medical Laboratory Technician	12.40
12160	Medical Record Clerk	12.67
12190	Medical Record Technician	13.89
12221	Nursing Assistant I	7.91
12222	Nursing Assistant II	8.89
12223	Nursing Assistant III	9.70
12224	Nursing Assistant IV	10.88
12250	Pharmacy Technician	12.50
12280	Phlebotomist	10.19
12311	Registered Nurse I	17.04
12312	Registered Nurse II	20.33

12313	Registered Nurse II, Specialist	20.33
12314	Registered Nurse III	24.50
12315	Registered Nurse III, Anesthetist	24.50
12316	Registered Nurse IV	29.35
<b>13000</b>	<b>Information and Arts Occupations</b>	
13002	Audiovisual Librarian	19.39
13011	Exhibits Specialist I	16.19
13012	Exhibits Specialist II	20.00
13013	Exhibits Specialist III	23.13
13041	Illustrator I	16.99
13042	Illustrator II	20.01
13043	Illustrator III	24.68
13047	Librarian	21.18
13050	Library Technician	12.12
13071	Photographer I	13.19
13072	Photographer II	17.85
13073	Photographer III	21.52
13074	Photographer IV	26.56
13075	Photographer V	32.12
<b>15000</b>	<b>Laundry, Dry Cleaning, Pressing and Related Occupations</b>	
15010	Assembler	7.51
15030	Counter Attendant	7.51
15040	Dry Cleaner	9.14
15070	Finisher, Flatwork, Machine	7.51
15090	Presser, Hand	7.51
15100	Presser, Machine, Drycleaning	7.51
15130	Presser, Machine, Shirts	7.51
15160	Presser, Machine, Wearing Apparel, Laundry	7.51
15190	Sewing Machine Operator	9.78
15220	Tailor	10.53
15250	Washer, Machine	8.30
<b>19000</b>	<b>Machine Tool Operation and Repair Occupations</b>	
19010	Machine-Tool Operator (Toolroom)	20.16
19040	Tool and Die Maker	21.90
<b>21000</b>	<b>Material Handling and Packing Occupations</b>	
21010	Fuel Distribution System Operator	16.90
21020	Material Coordinator	13.90
21030	Material Expediter	13.90
21040	Material Handling Laborer	16.74
21050	Order Filler	12.00
21071	Forklift Operator	13.03
21080	Production Line Worker (Food Processing)	14.24
21100	Shipping/Receiving Clerk	12.86
21130	Shipping Packer	13.16
21140	Store Worker I	10.70

21150	Stock Clerk (Shelf Stocker; Store Worker II)	13.55
21210	Tools and Parts Attendant	14.24
21400	Warehouse Specialist	12.83
<b>23000</b>	<b>Mechanics and Maintenance and Repair Occupations</b>	
23010	Aircraft Mechanic	21.34
23040	Aircraft Mechanic Helper	17.61
23050	Aircraft Quality Control Inspector	22.09
23060	Aircraft Servicer	19.08
23070	Aircraft Worker	19.83
23100	Appliance Mechanic	17.91
23120	Bicycle Repairer	15.45
23125	Cable Splicer	22.25
23130	Carpenter, Maintenance	17.91
23140	Carpet Layer	17.24
23160	Electrician, Maintenance	19.87
23181	Electronics Technician, Maintenance I	17.35
23182	Electronics Technician, Maintenance II	24.10
23183	Electronics Technician, Maintenance III	26.90
23260	Fabric Worker	16.59
23290	Fire Alarm System Mechanic	18.56
23310	Fire Extinguisher Repairer	15.99
23340	Fuel Distribution System Mechanic	18.83
23370	General Maintenance Worker	17.24
23400	Heating, Refrigeration and Air Conditioning Mechanic	18.56
23430	Heavy Equipment Mechanic	18.63
23440	Heavy Equipment Operator	18.56
23460	Instrument Mechanic	18.56
23470	Laborer	10.85
23500	Locksmith	17.91
23530	Machinery Maintenance Mechanic	20.61
23550	Machinist, Maintenance	18.56
23580	Maintenance Trades Helper	15.31
23640	Millwright	20.32
23700	Office Appliance Repairer	17.91
23740	Painter, Aircraft	17.91
23760	Painter, Maintenance	17.91
23790	Pipefitter, Maintenance	21.05
23800	Plumber, Maintenance	17.91
23820	Pneudraulic Systems Mechanic	18.56
23850	Rigger	19.75
23870	Scale Mechanic	17.24
23890	Sheet-Metal Worker, Maintenance	18.56
23910	Small Engine Mechanic	17.24
23930	Telecommunication Mechanic I	18.56
23931	Telecommunication Mechanic II	21.40
23950	Telephone Lineman	18.56
23960	Welder, Combination, Maintenance	18.56
23965	Well Driller	18.56

23970	Woodcraft Worker	18.56
23980	Woodworker	15.99
<b>24000</b>	<b>Personal Needs Occupations</b>	
24570	Child Care Attendant	9.49
24580	Child Care Center Clerk	13.30
24600	Chore Aid	8.88
24630	Homemaker	14.92
<b>25000</b>	<b>Plant and System Operation Occupations</b>	
25010	Boiler Tender	21.34
25040	Sewage Plant Operator	17.91
25070	Stationary Engineer	21.80
25190	Ventilation Equipment Tender	16.48
25210	Water Treatment Plant Operator	17.91
<b>27000</b>	<b>Protective Service Occupations</b>	
	Police Officer	20.74
27004	Alarm Monitor	14.27
27006	Corrections Officer	19.40
27010	Court Security Officer	20.18
27040	Detention Officer	19.40
27070	Firefighter	19.61
27101	Guard I	9.57
27102	Guard II	16.31
<b>28000</b>	<b>Stevedoring/Longshoremen Occupations</b>	
28010	Blocker and Bracer	16.61
28020	Hatch Tender	16.61
28030	Line Handler	16.61
28040	Stevedore I	14.63
28050	Stevedore II	15.67
<b>29000</b>	<b>Technical Occupations</b>	
21150	Graphic Artist	22.44
29010	Air Traffic Control Specialist, Center (2)	29.12
29011	Air Traffic Control Specialist, Station (2)	20.08
29012	Air Traffic Control Specialist, Terminal (2)	22.11
29023	Archeological Technician I	17.46
29024	Archeological Technician II	18.05
29025	Archeological Technician III	19.61
29030	Cartographic Technician	19.97
29035	Computer Based Training (CBT) Specialist/ Instructor	23.72
29040	Civil Engineering Technician	19.25
29061	Drafter I	10.61
29062	Drafter II	11.92
29063	Drafter III	16.19
29064	Drafter IV	20.00
29081	Engineering Technician I	12.33

29082	Engineering Technician II	13.85
29083	Engineering Technician III	16.25
29084	Engineering Technician IV	20.73
29085	Engineering Technician V	24.62
29086	Engineering Technician VI	27.76
29090	Environmental Technician	17.88
29100	Flight Simulator/Instructor (Pilot)	27.62
29160	Instructor	22.44
29210	Laboratory Technician	16.83
29240	Mathematical Technician	20.06
29361	Paralegal/Legal Assistant I	13.39
29362	Paralegal/Legal Assistant II	15.78
29363	Paralegal/Legal Assistant III	17.51
29364	Paralegal/Legal Assistant IV	26.46
29390	Photooptics Technician	19.67
29480	Technical Writer	22.50
29491	Unexploded Ordnance (UXO) Technician I	18.50
29492	Unexploded Ordnance (UXO) Technician II	22.39
29493	Unexploded Ordnance (UXO) Technician III	26.83
29494	Unexploded (UXO) Safety Escort	18.50
29495	Unexploded (UXO) Sweep Personnel	18.50
29620	Weather Observer, Senior (3)	15.85
29621	Weather Observer, Combined Upper Air and Surface Programs (3)	14.11
29622	Weather Observer, Upper Air (3)	14.11
<b>31000</b>	<b>Transportation/ Mobile Equipment Operation Occupations</b>	
31030	Bus Driver	14.60
31260	Parking and Lot Attendant	10.19
31290	Shuttle Bus Driver	13.87
31300	Taxi Driver	11.78
31361	Truckdriver, Light Truck	13.11
31362	Truckdriver, Medium Truck	14.84
31363	Truckdriver, Heavy Truck	16.99
31364	Truckdriver, Tractor-Trailer	17.47
<b>99000</b>	<b>Miscellaneous Occupations</b>	
99020	Animal Caretaker	8.76
99030	Cashier	7.79
99041	Carnival Equipment Operator	10.05
99042	Carnival Equipment Repairer	9.12
99043	Carnival Worker	7.53
99050	Desk Clerk	9.49
99095	Embalmer	18.50
99300	Lifeguard	9.72
99310	Mortician	18.50
99350	Park Attendant (Aide)	12.21
99400	Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	10.07
99500	Recreation Specialist	13.23

99510	Recycling Worker	11.56
99610	Sales Clerk	10.02
99620	School Crossing Guard (Crosswalk Attendant)	7.74
99630	Sport Official	9.72
99658	Survey Party Chief (Chief of Party)	16.54
99659	Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	14.78
99660	Surveying Aide	9.39
99690	Swimming Pool Operator	12.39
99720	Vending Machine Attendant	11.83
99730	Vending Machine Repairer	13.26
99740	Vending Machine Repairer Helper	11.83

**ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:**

**HEALTH & WELFARE:** \$2.15 an hour or \$86.00 a week or \$372.67 a month

**VACATION:** 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, 4 weeks after 15 years, and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

**HOLIDAYS:** A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

**THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):**

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**HAZARDOUS PAY DIFFERENTIAL:** An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These

differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

**Source of Occupational Title and Descriptions:**

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

**REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}**

**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of

Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

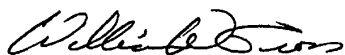
6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.



REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor



William W. Gross  
Director

Division of  
Wage Determinations

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON, D.C. 20210

Wage Determination No.: 1994-2495  
Revision No.: 22  
Date of Last Revision: 05/29/2002

States: Arkansas, Kentucky, Mississippi, Tennessee

Area: Arkansas Counties of Craighead, Crittenden, Cross, Lee, Mississippi, Poinsett, St Francis  
Kentucky Counties of Ballard, Calloway, Carlisle, Fulton, Graves, Hickman, Marshall, McCracken  
Mississippi Counties of Benton, De Soto, Marshall, Tippah  
Tennessee Counties of Benton, Carroll, Chester, Crockett, Decatur, Dyer, Fayette, Gibson, Hardeman,  
Hardin, Haywood, Henderson, Henry, Lake, Lauderdale, Madison, McNairy, Obion, Shelby, Tipton, Weakley

\*\* Fringe Benefits Required Follow the Occupational Listing \*\*

OCCUPATION TITLE

MINIMUM WAGE RATE

**Administrative Support and Clerical Occupations**

Accounting Clerk I	9.84
Accounting Clerk II	11.10
Accounting Clerk III	13.41
Accounting Clerk IV	14.87
Court Reporter	14.00
Dispatcher, Motor Vehicle	11.36
Document Preparation Clerk	11.49
Duplicating Machine Operator	10.60
Film/Tape Librarian	11.01
General Clerk I	6.92
General Clerk II	7.74
General Clerk III	9.76
General Clerk IV	13.96
Housing Referral Assistant	14.57
Key Entry Operator I	10.15
Key Entry Operator II	10.60
Messenger (Courier)	7.96
Order Clerk I	10.33
Order Clerk II	12.16
Personnel Assistant (Employment) I	10.60
Personnel Assistant (Employment) II	13.38
Personnel Assistant (Employment) III	14.00
Personnel Assistant (Employment) IV	14.94
Production Control Clerk	10.95
Rental Clerk	12.66
Scheduler, Maintenance	12.66
Secretary I	11.95
Secretary II	13.48
Secretary III	15.81
Secretary IV	17.58

Secretary V	19.46
Service Order Dispatcher	11.21
Stenographer I	11.37
Stenographer II	13.38
Supply Technician	11.62
Survey Worker (Interviewer)	14.00
Switchboard Operator-Receptionist	10.52
Test Examiner	14.00
Test Proctor	14.00
Travel Clerk I	10.47
Travel Clerk II	11.13
Travel Clerk III	12.01
Word Processor I	10.60
Word Processor II	13.38
Word Processor III	14.00

**Automatic Data Processing Occupations**

Computer Data Librarian	9.38
Computer Operator I	10.92
Computer Operator II	13.04
Computer Operator III	15.12
Computer Operator IV	16.81
Computer Operator V	18.60
Computer Programmer I (1)	13.94
Computer Programmer II (1)	18.42
Computer Programmer III (1)	22.20
Computer Programmer IV (1)	26.84
Computer Systems Analyst I (1)	19.89
Computer Systems Analyst II (1)	25.00
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	10.92

**Automotive Service Occupations**

Automotive Body Repairer, Fiberglass	15.38
Automotive Glass Installer	13.76
Automotive Worker	13.79
Electrician, Automotive	15.41
Mobile Equipment Servicer	12.08
Motor Equipment Metal Mechanic	15.41
Motor Equipment Metal Worker	13.79
Motor Vehicle Mechanic	15.41
Motor Vehicle Mechanic Helper	11.19
Motor Vehicle Upholstery Worker	13.79
Motor Vehicle Wrecker	13.79
Painter, Automotive	14.61
Radiator Repair Specialist	13.79
Tire Repairer	11.65
Transmission Repair Specialist	15.22

**Food Preparation and Service Occupations**

Baker	10.16
Cook I	8.65
Cook II	10.16
Dishwasher	6.80
Food Service Worker	7.20
Meat Cutter	11.87
Waiter/Waitress	6.56

**Furniture Maintenance and Repair Occupations**

Electrostatic Spray Painter	15.48
Furniture Handler	10.26
Furniture Refinisher	15.48
Furniture Refinisher Helper	11.91
Furniture Repairer, Minor	13.71
Upholsterer	15.48

**General Services and Support Occupations**

Cleaner, Vehicles	8.56
Elevator Operator	7.43
Gardener	10.43
House Keeping Aid I	7.13
House Keeping Aid II	8.04
Janitor	8.56
Laborer, Grounds Maintenance	8.89
Maid or Houseman	7.56
Pest Controller	11.14
Refuse Collector	8.56
Tractor Operator	11.11
Window Cleaner	8.87

**Health Occupations**

Dental Assistant	12.37
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.57
Licensed Practical Nurse I	10.66
Licensed Practical Nurse II	11.95
Licensed Practical Nurse III	13.37
Medical Assistant	11.24
Medical Laboratory Technician	12.48
Medical Record Clerk	11.24
Medical Record Technician	13.54
Nursing Assistant I	8.22
Nursing Assistant II	9.28
Nursing Assistant III	10.14
Nursing Assistant IV	11.37
Pharmacy Technician	12.48
Phlebotomist	11.95
Registered Nurse I	15.67

Registered Nurse II	19.08
Registered Nurse II, Specialist	19.08
Registered Nurse III	23.08
Registered Nurse III, Anesthetist	23.08
Registered Nurse IV	27.65

**Information and Arts Occupations**

Audiovisual Librarian	14.66
Exhibits Specialist I	16.04
Exhibits Specialist II	18.80
Exhibits Specialist III	22.99
Illustrator I	16.04
Illustrator II	18.80
Illustrator III	22.99
Librarian	18.76
Library Technician	10.80
Photographer I	13.61
Photographer II	16.55
Photographer III	19.17
Photographer IV	21.25
Photographer V	24.04

**Laundry, Dry Cleaning, Pressing and Related Occupations**

Assembler	7.11
Counter Attendant	7.11
Dry Cleaner	8.60
Finisher, Flatwork, Machine	7.11
Presser, Hand	7.11
Presser, Machine, Drycleaning	7.11
Presser, Machine, Shirts	7.11
Presser, Machine, Wearing Apparel, Laundry	7.11
Sewing Machine Operator	9.26
Tailor	11.39
Washer, Machine	7.98

**Machine Tool Operation and Repair Occupations**

Machine-Tool Operator (Toolroom)	15.48
Tool and Die Maker	18.95

**Material Handling and Packing Occupations**

Forklift Operator	13.10
Fuel Distribution System Operator	12.89
Material Coordinator	15.67
Material Expediter	15.67
Material Handling Laborer	10.01
Order Filler	9.58
Production Line Worker (Food Processing)	11.78
Shipping Packer	10.48
Shipping/Receiving Clerk	10.24

Stock Clerk (Shelf Stocker; Store Worker II)	11.42
Store Worker I	8.62
Tools and Parts Attendant	13.35
Warehouse Specialist	13.35

**Mechanics and Maintenance and Repair Occupations**

Aircraft Mechanic	18.29
Aircraft Mechanic Helper	11.91
Aircraft Quality Control Inspector	17.18
Aircraft Servicer	13.71
Aircraft Worker	14.60
Appliance Mechanic	15.48
Bicycle Repairer	11.39
Cable Splicer	16.36
Carpenter, Maintenance	15.48
Carpet Layer	14.60
Electrician, Maintenance	18.01
Electronics Technician, Maintenance I	17.16
Electronics Technician, Maintenance II	22.01
Electronics Technician, Maintenance III	23.80
Fabric Worker	13.33
Fire Alarm System Mechanic	16.36
Fire Extinguisher Repairer	12.89
Fuel Distribution System Mechanic	16.36
General Maintenance Worker	14.16
Heating, Refrigeration and Air Conditioning Mechanic	16.61
Heavy Equipment Mechanic	16.36
Heavy Equipment Operator	16.36
Instrument Mechanic	16.36
Laborer	9.71
Locksmith	15.48
Machinery Maintenance Mechanic	19.16
Machinist, Maintenance	18.35
Maintenance Trades Helper	11.78
Millwright	16.58
Office Appliance Repairer	15.48
Painter, Aircraft	15.48
Painter, Maintenance	15.48
Pipefitter, Maintenance	17.61
Plumber, Maintenance	16.87
Pneudraulic Systems Mechanic	16.36
Rigger	16.36
Scale Mechanic	14.60
Sheet-Metal Worker, Maintenance	16.36
Small Engine Mechanic	14.60
Telecommunication Mechanic I	17.24
Telecommunication Mechanic II	18.17
Telephone Lineman	17.24
Welder, Combination, Maintenance	16.36

Well Driller	16.36
Woodcraft Worker	16.36
Woodworker	13.76

**Miscellaneous Occupations**

Animal Caretaker	8.52
Carnival Equipment Operator	9.67
Carnival Equipment Repairer	10.43
Carnival Worker	7.43
Cashier	7.61
Desk Clerk	8.74
Embalmer	17.93
Lifeguard	9.42
Mortician	16.57
Park Attendant (Aide)	11.84
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	10.29
Recreation Specialist	8.40
Recycling Worker	9.68
Sales Clerk	10.29
School Crossing Guard (Crosswalk Attendant)	7.39
Sport Official	9.42
Survey Party Chief (Chief of Party)	16.18
Surveying Aide	10.60
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	14.52
Swimming Pool Operator	9.22
Vending Machine Attendant	9.56
Vending Machine Repairer	11.89
Vending Machine Repairer Helper	9.56

**Personal Needs Occupations**

Child Care Attendant	9.64
Child Care Center Clerk	11.02
Chore Aid	6.91
Homemaker	15.70

**Plant and System Operation Occupations**

Boiler Tender	16.71
Sewage Plant Operator	15.81
Stationary Engineer	16.71
Ventilation Equipment Tender	11.91
Water Treatment Plant Operator	15.70

**Protective Service Occupations**

Alarm Monitor	7.34
Corrections Officer	13.36
Court Security Officer	14.67
Detention Officer	13.92
Firefighter	13.87
Guard I	7.17

Guard II	8.44
Police Officer	16.79

**Stevedoring/Longshoremen Occupations**

Blocker and Bracer	14.28
Hatch Tender	14.28
Line Handler	14.28
Stevedore I	13.41
Stevedore II	15.14

**Technical Occupations**

Air Traffic Control Specialist, Center (2)	28.21
Air Traffic Control Specialist, Station (2)	19.46
Air Traffic Control Specialist, Terminal (2)	21.43
Archeological Technician I	13.56
Archeological Technician II	15.17
Archeological Technician III	18.79
Cartographic Technician	20.56
Civil Engineering Technician	18.20
Computer Based Training (CBT) Specialist/ Instructor	20.53
Drafter I	11.94
Drafter II	13.34
Drafter III	16.04
Drafter IV	18.80
Engineering Technician I	14.71
Engineering Technician II	16.24
Engineering Technician III	19.76
Engineering Technician IV	22.89
Engineering Technician V	25.36
Engineering Technician VI	28.69
Environmental Technician	18.20
Flight Simulator/Instructor (Pilot)	25.00
Graphic Artist	18.91
Instructor	19.73
Laboratory Technician	13.98
Mathematical Technician	18.80
Paralegal/Legal Assistant I	14.28
Paralegal/Legal Assistant II	18.63
Paralegal/Legal Assistant III	22.72
Paralegal/Legal Assistant IV	27.57
Photooptics Technician	19.17
Technical Writer	19.24
Unexploded (UXO) Safety Escort	17.93
Unexploded (UXO) Sweep Personnel	17.93
Unexploded Ordnance (UXO) Technician I	17.93
Unexploded Ordnance (UXO) Technician II	21.70
Unexploded Ordnance (UXO) Technician III	26.01
Weather Observer, Combined Upper Air and Surface Programs (3)	12.74
Weather Observer, Senior (3)	16.22

Weather Observer, Upper Air (3)	12.74
<b>Transportation/ Mobile Equipment Operation Occupations</b>	
Bus Driver	13.04
Parking and Lot Attendant	7.61
Shuttle Bus Driver	12.02
Taxi Driver	8.20
Truckdriver, Heavy Truck	12.65
Truckdriver, Light Truck	11.21
Truckdriver, Medium Truck	11.62
Truckdriver, Tractor-Trailer	13.82

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If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor



William W. Gross  
Director

Division of  
Wage Determinations

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON, D.C. 20210

Wage Determination No.: 1994-2497  
Revision No.: 20  
Date of Last Revision: 07/26/2002

States: Kentucky, Tennessee

Area: Kentucky Counties of Adair, Allen, Barren, Clinton, Cumberland, Metcalfe, Monroe, Russell, Simpson  
Tennessee Counties of Bedford, Cannon, Cheatham, Clay, Davidson, De Kalb, Dickson, Hickman, Houston,  
Humphreys, Jackson, Lewis, Macon, Marshall, Maury, Perry, Putnam, Robertson, Rutherford, Smith,  
Sumner, Trousdale, Warren, White, Williamson, Wilson

**\*\* Fringe Benefits Required Follow the Occupational Listing \*\***

CODE	OCCUPATION TITLE	MINIMUM WAGE RATE
<b>01000</b>	<b>Administrative Support and Clerical Occupations</b>	
01011	Accounting Clerk I	8.94
01012	Accounting Clerk II	11.23
01013	Accounting Clerk III	13.24
01014	Accounting Clerk IV	15.70
01030	Court Reporter	11.84
01050	Dispatcher, Motor Vehicle	14.23
01060	Document Preparation Clerk	9.69
01070	Messenger (Courier)	8.73
01090	Duplicating Machine Operator	9.69
01110	Film/Tape Librarian	9.50
01115	General Clerk I	7.31
01116	General Clerk II	8.34
01117	General Clerk III	9.39
01118	General Clerk IV	10.56
01120	Housing Referral Assistant	15.39
01131	Key Entry Operator I	8.39
01132	Key Entry Operator II	10.78
01191	Order Clerk I	9.35
01192	Order Clerk II	11.70
01261	Personnel Assistant (Employment) I	9.98
01262	Personnel Assistant (Employment) II	11.01
01263	Personnel Assistant (Employment) III	14.67
01264	Personnel Assistant (Employment) IV	13.94
01270	Production Control Clerk	15.12
01290	Rental Clerk	9.58
01300	Scheduler, Maintenance	11.77
01311	Secretary I	11.77
01312	Secretary II	14.42
01313	Secretary III	15.39
01314	Secretary IV	18.01

01315	Secretary V	19.90
01320	Service Order Dispatcher	11.71
01341	Stenographer I	8.61
01342	Stenographer II	9.66
01400	Supply Technician	18.01
01420	Survey Worker (Interviewer)	11.64
01460	Switchboard Operator-Receptionist	10.29
01510	Test Examiner	14.42
01520	Test Proctor	14.42
01531	Travel Clerk I	9.55
01532	Travel Clerk II	10.12
01533	Travel Clerk III	10.79
01611	Word Processor I	10.74
01612	Word Processor II	15.95
01613	Word Processor III	16.29
<b>03000</b>	<b>Automatic Data Processing Occupations</b>	
03010	Computer Data Librarian	10.23
03041	Computer Operator I	11.21
03042	Computer Operator II	12.56
03043	Computer Operator III	13.72
03044	Computer Operator IV	15.31
03045	Computer Operator V	16.97
03071	Computer Programmer I (1)	13.79
03072	Computer Programmer II (1)	17.07
03073	Computer Programmer III (1)	21.81
03074	Computer Programmer IV (1)	26.39
03101	Computer Systems Analyst I (1)	22.40
03102	Computer Systems Analyst II (1)	27.62
03103	Computer Systems Analyst III (1)	27.62
03160	Peripheral Equipment Operator	30.38
<b>05000</b>	<b>Automotive Service Occupations</b>	
05005	Automotive Body Repairer, Fiberglass	11.86
05010	Automotive Glass Installer	17.27
05040	Automotive Worker	15.67
05070	Electrician, Automotive	15.89
05100	Mobile Equipment Servicer	16.77
05130	Motor Equipment Metal Mechanic	13.55
05160	Motor Equipment Metal Worker	17.47
05190	Motor Vehicle Mechanic	15.89
05220	Motor Vehicle Mechanic Helper	15.97
05250	Motor Vehicle Upholstery Worker	12.88
05280	Motor Vehicle Wrecker	15.03
05310	Painter, Automotive	15.89
05340	Radiator Repair Specialist	16.67
05370	Tire Repairer	15.89
05400	Transmission Repair Specialist	11.75

<b>07000</b>	<b>Food Preparation and Service Occupations</b>	
	Food Service Worker	7.85
07010	Baker	11.27
07041	Cook I	8.32
07042	Cook II	9.31
07070	Dishwasher	7.49
07130	Meat Cutter	10.64
07250	Waiter/Waitress	6.89
<b>09000</b>	<b>Furniture Maintenance and Repair Occupations</b>	
09010	Electrostatic Spray Painter	14.42
09040	Furniture Handler	11.07
09070	Furniture Refinisher	15.92
09100	Furniture Refinisher Helper	12.72
09110	Furniture Repairer, Minor	14.21
09130	Upholsterer	14.42
<b>11030</b>	<b>General Services and Support Occupations</b>	
11030	Cleaner, Vehicles	7.85
11060	Elevator Operator	7.77
11090	Gardener	10.43
11121	House Keeping Aid I	7.07
11122	House Keeping Aid II	7.85
11150	Janitor	7.77
11210	Laborer, Grounds Maintenance	8.63
11240	Maid or Houseman	7.07
11270	Pest Controller	11.15
11300	Refuse Collector	7.85
11330	Tractor Operator	9.80
11360	Window Cleaner	8.62
<b>12000</b>	<b>Health Occupations</b>	
12020	Dental Assistant	11.20
12040	Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	13.27
12071	Licensed Practical Nurse I	11.02
12072	Licensed Practical Nurse II	12.36
12073	Licensed Practical Nurse III	13.83
12100	Medical Assistant	11.62
12130	Medical Laboratory Technician	12.18
12160	Medical Record Clerk	11.88
12190	Medical Record Technician	14.89
12221	Nursing Assistant I	8.69
12222	Nursing Assistant II	9.76
12223	Nursing Assistant III	10.66
12224	Nursing Assistant IV	11.95
12250	Pharmacy Technician	12.19
12280	Phlebotomist	12.18

12311	Registered Nurse I	16.77
12312	Registered Nurse II	20.52
12313	Registered Nurse II, Specialist	20.52
12314	Registered Nurse III	24.83
12315	Registered Nurse III, Anesthetist	24.83
12316	Registered Nurse IV	29.74
<b>13000</b>	<b>Information and Arts Occupations</b>	
13002	Audiovisual Librarian	15.99
13011	Exhibits Specialist I	15.80
13012	Exhibits Specialist II	19.57
13013	Exhibits Specialist III	23.87
13041	Illustrator I	17.70
13042	Illustrator II	21.93
13043	Illustrator III	26.76
13047	Librarian	19.09
13050	Library Technician	11.64
13071	Photographer I	14.03
13072	Photographer II	16.42
13073	Photographer III	20.34
13074	Photographer IV	24.82
13075	Photographer V	30.11
<b>15000</b>	<b>Laundry, Dry Cleaning, Pressing and Related Occupations</b>	
15010	Assembler	6.90
15030	Counter Attendant	6.90
15040	Dry Cleaner	7.72
15070	Finisher, Flatwork, Machine	6.90
15090	Presser, Hand	6.90
15100	Presser, Machine, Drycleaning	7.59
15130	Presser, Machine, Shirts	6.90
15160	Presser, Machine, Wearing Apparel, Laundry	6.90
15190	Sewing Machine Operator	9.06
15220	Tailor	9.93
15250	Washer, Machine	7.42
<b>19000</b>	<b>Machine Tool Operation and Repair Occupations</b>	
19010	Machine-Tool Operator (Toolroom)	15.80
19040	Tool and Die Maker	16.72
<b>21000</b>	<b>Material Handling and Packing Occupations</b>	
21010	Fuel Distribution System Operator	13.38
21020	Material Coordinator	13.40
21030	Material Expediter	13.40
21040	Material Handling Laborer	12.25
21050	Order Filler	10.65
21071	Forklift Operator	12.45
21080	Production Line Worker (Food Processing)	12.47
21100	Shipping/Receiving Clerk	11.50

21130	Shipping Packer	11.50
21140	Store Worker I	8.85
21150	Stock Clerk (Shelf Stocker; Store Worker II)	12.12
21210	Tools and Parts Attendant	12.47
21400	Warehouse Specialist	12.47
<b>23000</b>	<b>Mechanics and Maintenance and Repair Occupations</b>	
23010	Aircraft Mechanic	15.02
23040	Aircraft Mechanic Helper	12.47
23050	Aircraft Quality Control Inspector	17.05
23060	Aircraft Servicer	14.04
23070	Aircraft Worker	14.81
23100	Appliance Mechanic	16.58
23120	Bicycle Repairer	11.75
23125	Cable Splicer	17.99
23130	Carpenter, Maintenance	14.42
23140	Carpet Layer	14.81
23160	Electrician, Maintenance	16.56
23181	Electronics Technician, Maintenance I	15.26
23182	Electronics Technician, Maintenance II	16.00
23183	Electronics Technician, Maintenance III	16.68
23260	Fabric Worker	13.97
23290	Fire Alarm System Mechanic	16.30
23310	Fire Extinguisher Repairer	13.26
23340	Fuel Distribution System Mechanic	16.52
23370	General Maintenance Worker	15.03
23400	Heating, Refrigeration and Air Conditioning Mechanic	15.72
23430	Heavy Equipment Mechanic	15.02
23440	Heavy Equipment Operator	15.02
23460	Instrument Mechanic	16.30
23470	Laborer	7.85
23500	Locksmith	15.57
23530	Machinery Maintenance Mechanic	15.51
23550	Machinist, Maintenance	16.78
23580	Maintenance Trades Helper	11.56
23640	Millwright	19.00
23700	Office Appliance Repairer	15.57
23740	Painter, Aircraft	16.67
23760	Painter, Maintenance	14.42
23790	Pipefitter, Maintenance	17.05
23800	Plumber, Maintenance	16.65
23820	Pneudraulic Systems Mechanic	16.30
23850	Rigger	16.30
23870	Scale Mechanic	14.81
23890	Sheet-Metal Worker, Maintenance	15.37
23910	Small Engine Mechanic	13.66
23930	Telecommunication Mechanic I	16.67
23931	Telecommunication Mechanic II	17.50
23950	Telephone Lineman	16.67

23960	Welder, Combination, Maintenance	15.02
23965	Well Driller	15.24
23970	Woodcraft Worker	16.52
23980	Woodworker	12.16
<b>24000</b>	<b>Personal Needs Occupations</b>	
24570	Child Care Attendant	6.92
24580	Child Care Center Clerk	9.93
24600	Chore Aid	7.06
24630	Homemaker	11.03
<b>25000</b>	<b>Plant and System Operation Occupations</b>	
25010	Boiler Tender	16.52
25040	Sewage Plant Operator	15.86
25070	Stationary Engineer	16.52
25190	Ventilation Equipment Tender	12.47
25210	Water Treatment Plant Operator	14.62
<b>27000</b>	<b>Protective Service Occupations</b>	
	Police Officer	15.26
27004	Alarm Monitor	8.82
27006	Corrections Officer	15.34
27010	Court Security Officer	15.34
27040	Detention Officer	15.34
27070	Firefighter	15.42
27101	Guard I	7.85
27102	Guard II	8.82
<b>28000</b>	<b>Stevedoring/Longshoremen Occupations</b>	
28010	Blocker and Bracer	14.01
28020	Hatch Tender	14.01
28030	Line Handler	14.01
28040	Stevedore I	12.08
28050	Stevedore II	14.73
<b>29000</b>	<b>Technical Occupations</b>	
21150	Graphic Artist	17.70
29010	Air Traffic Control Specialist, Center (2)	28.21
29011	Air Traffic Control Specialist, Station (2)	19.46
29012	Air Traffic Control Specialist, Terminal (2)	21.43
29023	Archeological Technician I	13.75
29024	Archeological Technician II	15.39
29025	Archeological Technician III	19.05
29030	Cartographic Technician	19.39
29035	Computer Based Training (CBT) Specialist/ Instructor	21.15
29040	Civil Engineering Technician	17.69
29061	Drafter I	9.57
29062	Drafter II	13.14
29063	Drafter III	16.78



29064	Drafter IV	19.05
29081	Engineering Technician I	14.91
29082	Engineering Technician II	16.63
29083	Engineering Technician III	21.00
29084	Engineering Technician IV	24.64
29085	Engineering Technician V	30.21
29086	Engineering Technician VI	36.54
29090	Environmental Technician	16.07
29100	Flight Simulator/Instructor (Pilot)	25.27
29160	Instructor	18.07
29210	Laboratory Technician	13.77
29240	Mathematical Technician	20.98
29361	Paralegal/Legal Assistant I	13.55
29362	Paralegal/Legal Assistant II	16.92
29363	Paralegal/Legal Assistant III	20.64
29364	Paralegal/Legal Assistant IV	24.75
29390	Photooptics Technician	22.40
29480	Technical Writer	21.37
29491	Unexploded Ordnance (UXO) Technician I	17.93
29492	Unexploded Ordnance (UXO) Technician II	21.70
29493	Unexploded Ordnance (UXO) Technician III	26.01
29494	Unexploded (UXO) Safety Escort	17.93
29495	Unexploded (UXO) Sweep Personnel	17.93
29620	Weather Observer, Senior (3)	15.37
29621	Weather Observer, Combined Upper Air and Surface Programs (3)	13.77
29622	Weather Observer, Upper Air (3)	13.77
<b>31000</b>	<b>Transportation/ Mobile Equipment Operation Occupations</b>	
31030	Bus Driver	12.87
31260	Parking and Lot Attendant	16.13
31290	Shuttle Bus Driver	9.11
31300	Taxi Driver	8.11
31361	Truckdriver, Light Truck	9.11
31362	Truckdriver, Medium Truck	14.81
31363	Truckdriver, Heavy Truck	17.08
31364	Truckdriver, Tractor-Trailer	17.45
<b>99000</b>	<b>Miscellaneous Occupations</b>	
99020	Animal Caretaker	8.52
99030	Cashier	7.15
99041	Carnival Equipment Operator	9.84
99042	Carnival Equipment Repairer	10.41
99043	Carnival Worker	7.77
99050	Desk Clerk	8.10
99095	Embalmer	16.57
99300	Lifeguard	7.56
99310	Mortician	17.88
99350	Park Attendant (Aide)	9.50

99400	Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	7.56
99500	Recreation Specialist	9.29
99510	Recycling Worker	9.89
99610	Sales Clerk	7.56
99620	School Crossing Guard (Crosswalk Attendant)	7.85
99630	Sport Official	6.57
99658	Survey Party Chief (Chief of Party)	10.59
99659	Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	9.50
99660	Surveying Aide	7.15
99690	Swimming Pool Operator	11.79
99720	Vending Machine Attendant	9.89
99730	Vending Machine Repairer	11.79
99740	Vending Machine Repairer Helper	9.89

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.15 an hour or \$86.00 a week or \$372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, drying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives

and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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**REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE (Standard Form 1444 (SF 1444))**

**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

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THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor



William W. Gross  
Director

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U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON, D.C. 20210

Wage Determination No.: 1994-2573  
Revision No.: 19  
Date of Last Revision: 05/28/2002

States: Kentucky, Ohio, West Virginia

Area: Kentucky Counties of Boyd, Carter, Elliott, Floyd, Greenup, Johnson, Lawrence, Lewis, Magoffin, Martin, Pike  
Ohio Counties of Monroe, Morgan, Noble, Washington  
West Virginia - All Counties except : Berkeley, Jefferson

Note: West Virginia include all counties except Berkeley and Jefferson counties.

**\*\* Fringe Benefits Required Follow the Occupational Listing \*\***

CODE	OCCUPATION TITLE	MINIMUM WAGE RATE
<b>01000</b>	<b>Administrative Support and Clerical Occupations</b>	
01011	Accounting Clerk I	8.21
01012	Accounting Clerk II	10.37
01013	Accounting Clerk III	18.04
01014	Accounting Clerk IV	20.19
01030	Court Reporter	16.96
01050	Dispatcher, Motor Vehicle	14.02
01060	Document Preparation Clerk	11.14
01070	Messenger (Courier)	7.53
01090	Duplicating Machine Operator	11.19
01110	Film/Tape Librarian	11.99
01115	General Clerk I	8.54
01116	General Clerk II	9.60
01117	General Clerk III	12.02
01118	General Clerk IV	13.50
01120	Housing Referral Assistant	14.85
01131	Key Entry Operator I	8.28
01132	Key Entry Operator II	12.18
01191	Order Clerk I	7.94
01192	Order Clerk II	9.53
01261	Personnel Assistant (Employment) I	10.98
01262	Personnel Assistant (Employment) II	12.32
01263	Personnel Assistant (Employment) III	15.43
01264	Personnel Assistant (Employment) IV	17.34
01270	Production Control Clerk	15.63
01290	Rental Clerk	11.99
01300	Scheduler, Maintenance	11.99
01311	Secretary I	11.99
01312	Secretary II	13.41

01313	Secretary III	14.63
01314	Secretary IV	16.51
01315	Secretary V	18.29
01320	Service Order Dispatcher	13.19
01341	Stenographer I	13.51
01342	Stenographer II	15.17
01400	Supply Technician	16.32
01420	Survey Worker (Interviewer)	13.41
01460	Switchboard Operator-Receptionist	7.71
01510	Test Examiner	13.41
01520	Test Proctor	13.41
01531	Travel Clerk I	9.86
01532	Travel Clerk II	10.98
01533	Travel Clerk III	11.72
01611	Word Processor I	10.61
01612	Word Processor II	11.91
01613	Word Processor III	13.32
<b>03000</b>	<b>Automatic Data Processing Occupations</b>	
03010	Computer Data Librarian	9.20
03041	Computer Operator I	10.32
03042	Computer Operator II	11.57
03043	Computer Operator III	12.87
03044	Computer Operator IV	14.30
03045	Computer Operator V	15.84
03071	Computer Programmer I (1)	14.22
03072	Computer Programmer II (1)	17.60
03073	Computer Programmer III (1)	21.49
03074	Computer Programmer IV (1)	26.05
03101	Computer Systems Analyst I (1)	20.39
03102	Computer Systems Analyst II (1)	24.66
03103	Computer Systems Analyst III (1)	26.66
03160	Peripheral Equipment Operator	10.69
<b>05000</b>	<b>Automotive Service Occupations</b>	
05005	Automotive Body Repairer, Fiberglass	15.24
05010	Automotive Glass Installer	14.02
05040	Automotive Worker	14.02
05070	Electrician, Automotive	14.52
05100	Mobile Equipment Servicer	12.99
05130	Motor Equipment Metal Mechanic	15.03
05160	Motor Equipment Metal Worker	14.02
05190	Motor Vehicle Mechanic	15.03
05220	Motor Vehicle Mechanic Helper	12.44
05250	Motor Vehicle Upholstery Worker	13.53
05280	Motor Vehicle Wrecker	14.02
05310	Painter, Automotive	14.52
05340	Radiator Repair Specialist	14.02
05370	Tire Repairer	12.55

05400	Transmission Repair Specialist	15.04
<b>07000</b>	<b>Food Preparation and Service Occupations</b>	
	Food Service Worker	7.16
07010	Baker	9.39
07041	Cook I	8.68
07042	Cook II	9.39
07070	Dishwasher	7.16
07130	Meat Cutter	10.41
07250	Waiter/Waitress	7.65
<b>09000</b>	<b>Furniture Maintenance and Repair Occupations</b>	
09010	Electrostatic Spray Painter	14.72
09040	Furniture Handler	11.58
09070	Furniture Refinisher	14.72
09100	Furniture Refinisher Helper	12.62
09110	Furniture Repairer, Minor	13.71
09130	Upholsterer	14.72
<b>11030</b>	<b>General Services and Support Occupations</b>	
11030	Cleaner, Vehicles	7.38
11060	Elevator Operator	7.99
11090	Gardener	8.75
11121	House Keeping Aid I	6.66
11122	House Keeping Aid II	7.16
11150	Janitor	8.01
11210	Laborer, Grounds Maintenance	7.71
11240	Maid or Houseman	6.66
11270	Pest Controller	10.42
11300	Refuse Collector	8.43
11330	Tractor Operator	8.82
11360	Window Cleaner	8.54
<b>12000</b>	<b>Health Occupations</b>	
12020	Dental Assistant	10.93
12040	Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	10.93
12071	Licensed Practical Nurse I	10.38
12072	Licensed Practical Nurse II	11.64
12073	Licensed Practical Nurse III	13.02
12100	Medical Assistant	9.77
12130	Medical Laboratory Technician	12.23
12160	Medical Record Clerk	10.77
12190	Medical Record Technician	13.54
12221	Nursing Assistant I	7.42
12222	Nursing Assistant II	8.30
12223	Nursing Assistant III	9.06
12224	Nursing Assistant IV	10.17
12250	Pharmacy Technician	12.19

12280	Phlebotomist	11.90
12311	Registered Nurse I	15.34
12312	Registered Nurse II	18.80
12313	Registered Nurse II, Specialist	18.80
12314	Registered Nurse III	22.71
12315	Registered Nurse III, Anesthetist	22.71
12316	Registered Nurse IV	27.21
<b>13000</b>	<b>Information and Arts Occupations</b>	
13002	Audiovisual Librarian	18.16
13011	Exhibits Specialist I	12.91
13012	Exhibits Specialist II	15.99
13013	Exhibits Specialist III	19.56
13041	Illustrator I	12.91
13042	Illustrator II	15.99
13043	Illustrator III	19.56
13047	Librarian	18.29
13050	Library Technician	13.41
13071	Photographer I	12.30
13072	Photographer II	13.71
13073	Photographer III	16.98
13074	Photographer IV	20.76
13075	Photographer V	25.11
<b>15000</b>	<b>Laundry, Dry Cleaning, Pressing and Related Occupations</b>	
15010	Assembler	7.06
15030	Counter Attendant	7.06
15040	Dry Cleaner	9.08
15070	Finisher, Flatwork, Machine	7.06
15090	Presser, Hand	7.06
15100	Presser, Machine, Drycleaning	7.06
15130	Presser, Machine, Shirts	7.06
15160	Presser, Machine, Wearing Apparel, Laundry	7.06
15190	Sewing Machine Operator	9.74
15220	Tailor	10.35
15250	Washer, Machine	7.69
<b>19000</b>	<b>Machine Tool Operation and Repair Occupations</b>	
19010	Machine-Tool Operator (Toolroom)	14.72
19040	Tool and Die Maker	15.27
<b>21000</b>	<b>Material Handling and Packing Occupations</b>	
21010	Fuel Distribution System Operator	15.50
21020	Material Coordinator	15.22
21030	Material Expediter	15.22
21040	Material Handling Laborer	8.18
21050	Order Filler	10.71
21071	Forklift Operator	12.34
21080	Production Line Worker (Food Processing)	12.21



21100	Shipping/Receiving Clerk	9.89
21130	Shipping Packer	10.42
21140	Store Worker I	10.15
21150	Stock Clerk (Shelf Stocker; Store Worker II)	12.55
21210	Tools and Parts Attendant	12.21
21400	Warehouse Specialist	12.21
<b>23000</b>	<b>Mechanics and Maintenance and Repair Occupations</b>	
23010	Aircraft Mechanic	17.02
23040	Aircraft Mechanic Helper	14.01
23050	Aircraft Quality Control Inspector	17.50
23060	Aircraft Servicer	15.22
23070	Aircraft Worker	15.77
23100	Appliance Mechanic	14.72
23120	Bicycle Repairer	12.72
23125	Cable Splicer	19.28
23130	Carpenter, Maintenance	14.93
23140	Carpet Layer	14.21
23160	Electrician, Maintenance	17.42
23181	Electronics Technician, Maintenance I	11.37
23182	Electronics Technician, Maintenance II	19.27
23183	Electronics Technician, Maintenance III	20.03
23260	Fabric Worker	13.71
23290	Fire Alarm System Mechanic	17.53
23310	Fire Extinguisher Repairer	15.15
23340	Fuel Distribution System Mechanic	19.03
23370	General Maintenance Worker	14.21
23400	Heating, Refrigeration and Air Conditioning Mechanic	15.44
23430	Heavy Equipment Mechanic	17.42
23440	Heavy Equipment Operator	13.64
23460	Instrument Mechanic	17.53
23470	Laborer	7.26
23500	Locksmith	14.72
23530	Machinery Maintenance Mechanic	17.53
23550	Machinist, Maintenance	15.24
23580	Maintenance Trades Helper	12.62
23640	Millwright	16.70
23700	Office Appliance Repairer	15.64
23740	Painter, Aircraft	14.72
23760	Painter, Maintenance	14.72
23790	Pipefitter, Maintenance	17.53
23800	Plumber, Maintenance	16.93
23820	Pneudraulic Systems Mechanic	17.53
23850	Rigger	16.24
23870	Scale Mechanic	16.34
23890	Sheet-Metal Worker, Maintenance	17.95
23910	Small Engine Mechanic	14.20
23930	Telecommunication Mechanic I	15.24
23931	Telecommunication Mechanic II	15.77

23950	Telephone Lineman	16.24
23960	Welder, Combination, Maintenance	15.24
23965	Well Driller	17.53
23970	Woodcraft Worker	16.24
23980	Woodworker	14.72
<b>24000</b>	<b>Personal Needs Occupations</b>	
24570	Child Care Attendant	6.88
24580	Child Care Center Clerk	8.59
24600	Chore Aid	6.66
24630	Homemaker	9.13
<b>25000</b>	<b>Plant and System Operation Occupations</b>	
25010	Boiler Tender	17.70
25040	Sewage Plant Operator	15.32
25070	Stationary Engineer	17.70
25190	Ventilation Equipment Tender	12.62
25210	Water Treatment Plant Operator	14.72
<b>27000</b>	<b>Protective Service Occupations</b>	
	Police Officer	16.15
27004	Alarm Monitor	8.20
27006	Corrections Officer	12.03
27010	Court Security Officer	13.78
27040	Detention Officer	12.92
27070	Firefighter	13.49
27101	Guard I	7.81
27102	Guard II	8.74
<b>28000</b>	<b>Stevedoring/Longshoremen Occupations</b>	
28010	Blocker and Bracer	14.69
28020	Hatch Tender	14.64
28030	Line Handler	14.64
28040	Stevedore I	13.25
28050	Stevedore II	14.31
<b>29000</b>	<b>Technical Occupations</b>	
21150	Graphic Artist	16.46
29010	Air Traffic Control Specialist, Center (2)	28.21
29011	Air Traffic Control Specialist, Station (2)	19.46
29012	Air Traffic Control Specialist, Terminal (2)	21.43
29023	Archeological Technician I	16.07
29024	Archeological Technician II	17.96
29025	Archeological Technician III	22.26
29030	Cartographic Technician	19.75
29035	Computer Based Training (CBT) Specialist/ Instructor	18.46
29040	Civil Engineering Technician	17.60
29061	Drafter I	11.32
29062	Drafter II	16.78

29063	Drafter III	20.47
29064	Drafter IV	22.26
29081	Engineering Technician I	14.25
29082	Engineering Technician II	15.99
29083	Engineering Technician III	19.55
29084	Engineering Technician IV	23.78
29085	Engineering Technician V	29.63
29086	Engineering Technician VI	35.53
29090	Environmental Technician	14.30
29100	Flight Simulator/Instructor (Pilot)	21.89
29160	Instructor	17.56
29210	Laboratory Technician	12.63
29240	Mathematical Technician	21.43
29361	Paralegal/Legal Assistant I	14.63
29362	Paralegal/Legal Assistant II	16.51
29363	Paralegal/Legal Assistant III	20.19
29364	Paralegal/Legal Assistant IV	24.44
29390	Photooptics Technician	22.92
29480	Technical Writer	19.23
29491	Unexploded Ordnance (UXO) Technician I	17.93
29492	Unexploded Ordnance (UXO) Technician II	21.70
29493	Unexploded Ordnance (UXO) Technician III	26.01
29494	Unexploded (UXO) Safety Escort	17.93
29495	Unexploded (UXO) Sweep Personnel	17.93
29620	Weather Observer, Senior (3)	16.12
29621	Weather Observer, Combined Upper Air and Surface Programs (3)	14.52
29622	Weather Observer, Upper Air (3)	14.52
<b>31000</b>	<b>Transportation/ Mobile Equipment Operation Occupations</b>	
31030	Bus Driver	10.66
31260	Parking and Lot Attendant	6.91
31290	Shuttle Bus Driver	10.51
31300	Taxi Driver	8.48
31361	Truckdriver, Light Truck	10.15
31362	Truckdriver, Medium Truck	12.19
31363	Truckdriver, Heavy Truck	13.53
31364	Truckdriver, Tractor-Trailer	13.53
<b>99000</b>	<b>Miscellaneous Occupations</b>	
99020	Animal Caretaker	7.97
99030	Cashier	6.80
99041	Carnival Equipment Operator	8.75
99042	Carnival Equipment Repairer	9.16
99043	Carnival Worker	7.16
99050	Desk Clerk	6.58
99095	Embalmer	17.93
99300	Lifeguard	9.33
99310	Mortician	18.23

99350	Park Attendant (Aide)	9.33
99400	Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	7.30
99500	Recreation Specialist	9.13
99510	Recycling Worker	9.81
99610	Sales Clerk	7.43
99620	School Crossing Guard (Crosswalk Attendant)	7.96
99630	Sport Official	6.46
99658	Survey Party Chief (Chief of Party)	10.99
99659	Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	9.33
99660	Surveying Aide	6.80
99690	Swimming Pool Operator	10.42
99720	Vending Machine Attendant	9.24
99730	Vending Machine Repairer	10.41
99740	Vending Machine Repairer Helper	9.24

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.15 an hour or \$86.00 a week or \$372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of

hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

**Source of Occupational Title and Descriptions:**

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

**REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}**

**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such

unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.